CLEVELAND PLAN ADDENDUM

The Cleveland Plan identified a range of policy conditions necessary to ensure successful implementation of the plan. Following extensive dialogue with the Cleveland Teachers Union, legislation was drafted and ultimately signed into law through House Bill 525 on July 2, 2012. This landmark legislation includes three broad areas of impact:

DISTRICT AUTONOMY AND FLEXIBILITY

- > Enables the CEO to take corrective action to improve the district's lowest-performing schools; allows the CEO to go beyond existing collective bargaining agreements; and provides a role for affected unions to provide input on the CEO's plan.
- > Provides the CEO with authority to determine the school calendar and school day.
- > Allows the district to apply for exemptions from specific statutory provisions or rules under the innovative education pilot program.
- > Permits the district to direct any monies received from the sale of property into the district's general fund (with a few exceptions).

EMPLOYMENT PRACTICES

- > Requires the district, the teachers' union and principal association to develop a new performance-based evaluation and compensation system.
- > Establishes building-level hiring committees comprised of the principal, union representation and others based on factors including performance and expertise.
- > Eliminates seniority as the sole or primary factor in personnel decisions, including layoffs and recalls.
- > Allows the district to terminate teachers who are rated "ineffective" for two successive years.
- > Provides the district significant flexibility in determining teacher and principal contract terms and duration.

CHARTER QUALITY AND COLLABORATION

- Establishes a Transformation Alliance to ensure fidelity to the plan, to recommend to ODE what charter school sponsors can open schools in Cleveland, to provide input in the development of new district schools and partnering community schools, and to report annually on the performance of all public schools in Cleveland.
- > Authorizes the school district to share a portion of levy proceeds with high-performing charter schools who partner with the district.
- > Authorizes the school district to include the academic performance and enrollment data of students enrolled in partnering charter schools on the district's report card.

Cleveland's plan to reinvent public education in our city is widely supported by the community—educators, civic leaders, elected officials, business, philanthropy, community organizations, religious organizations, parents and students. In November, a substantial majority of Cleveland voters demonstrated their commitment to the plan. Fifty-seven percent approved Issue 107, an unprecedented 15 mill, 4-year levy expected to generate between \$64 and \$70 million per year for the school district, with one mill set aside for partnering charter schools.